

CONTENTS

PREFACE	
<i>Bruno Veneziani</i>	XI
NOTES ON THE CONTRIBUTORS	
	XV
FOREWORD	
<i>Umberto Carabelli - Silvana Sciarra</i>	1
I. INTRODUCTION	
<i>Aurora Vimercati</i>	17
1. The Crucial Role of Collective Labour Relations in the Shift from a Totalitarian Regime to a New Social Order	19
2. The Totalitarian Period and its Influence on the Subsequent Reforms	23
3. The Reform Era	29
a. International Sources (ILO Conventions no. 87 and no. 98); Fundamental Principles and Freedoms	29
b. Freedom of Association as a Civil Freedom	33
c. Laws on Collective Bargaining and Strikes	36
i. Voluntary Collective Bargaining (Scope, Levels, Effects) ..	36
ii. Bargaining Procedures	42
4. Legal Intervention in Implementing the Reforms and in Setting up a New Institutional System	47
a. Social Consent to Reforms	47
b. Tripartism as a Way to Develop a Pluralistic and Democratic Labour Law Model	51
5. Final Remarks	57
II. FORMER CZECHOSLOVAKIA	
<i>Igor Tomeš - Vojtech Tkáč</i>	59
1. Introductory Remarks	61

2.	Trade Union Rights at a Constitutional Level	64
a.	The Law	64
b.	The Practice	67
3.	Trade Unions and the Law	72
a.	The Role of Trade Unions	72
b.	Trade Union Participation in Employers' Activities	73
c.	Trade Union Participation in Individual Employment Contracts	74
d.	Collective Agreements	75
e.	Employment Rules	76
f.	Working Hours	76
g.	Paid Holidays	77
h.	Wages	77
i.	Safety at Work	81
j.	Damage Claims	82
4.	Trade Unions and Collective Bargaining	82
5.	Trade Unions and Conflict	88
6.	Employers' Organizations	91
III.	HUNGARY	
	<i>Csilla Kollonay Lehoczky - Mária Ladó</i>	101
1.	A Short History of Trade Unions in Hungary from 1988 to 1994	103
a.	Multiplication and Polarization of Unions	103
i.	The Division between « Old » and « New » Unions	103
ii.	Disputes over Property	105
b.	The Decline in Membership	105
c.	Reorienting Trade Unionism	107
2.	Trade Unions at a Constitutional Level	108
a.	The Position of Trade Unions under the New Constitution	108
i.	History of the New Constitution	108
ii.	The Role of Trade Unions in Shaping the New Constitution	110
iii.	Social and Economic Rights in the Constitution ...	111
iv.	Freedom of Association and the Status of Trade Unions in the Constitution	113

b. The Constitutional Court and Trade Unions	114
i. Decisions « Demolishing » the Past	115
ii. Decisions Reorienting Trade Unions	117
3. Trade Unions and the Law	120
a. The Transformation of Trade Union Rights in the New Labour Code	120
i. Liberating Unions	120
ii. Workplace Union Rights	121
iii. Changes in the Concept and Perception of Trade Unions	124
iv. Tripartism	126
b. Non-Union Forms of Employees' Representation	128
i. Election and Composition of Works Councils	128
ii. Works Councils' Rights	129
iii. The Position of Works Councils: a Half-way House between Unions and the Employer	130
4. Trade Unions and Collective Bargaining	131
a. The Legal Framework for Collective Agreements in the New Labour Code	132
i. Bargaining Levels	133
ii. Parties to the Agreements	134
iii. Duty to Conclude a Collective Agreement	138
b. Role of Collective Agreements	138
i. Enterprise Level	139
ii. Branch/Sectoral Level	141
iii. The Future of Collective Agreements	146
5. Trade Unions and Conflict	147
a. Disputes on Rights	147
i. The Right to Veto	148
ii. Problems of Enforcing Trade Union Rights	149
b. Disputes on Interests: the Notion and Procedures of Collective Disputes	150
i. Peace Obligation	151
ii. Compulsory Arbitration	151
iii. The Legal Nature of the Dispute Settlement	152
c. The Right to Strike	152
i. Preconditions for Organizing a Lawful Strike	153

ii. Strikes in Essential Services	154
iii. Legal Consequences of a Strike	155
6. Employers' Organizations	156
IV. POLAND	
A. <i>Status and Functions of Trade Unions in Poland</i> <i>Michał Seweryński</i>	161
1. Status and Functions of Trade Unions in the Period of De- mocratic Opposition (1980-1989)	161
a. Status	161
b. Functions	169
2. The Post-communist Period (since 1989)	174
a. Status	174
b. Functions	178
3. Final remarks	184
B. <i>Trade Union Rights in Poland</i> <i>Ludwick Florek</i>	186
1. Introduction	186
2. Freedom of Association and Employees' Representation	187
3. Collective Bargaining	188
4. Collective Disputes and the Right to Strike	195
5. Trade Union Rights in Individual Labour Matters	202
6. Trade Union Rights in Mass Redundancy	204
7. The Influence of Trade Unions on the Creation and Inter- pretation of Labour Legislation	205
8. The Rights of Trade Union Activists	207
9. Trade Union Representation	209
10. Infringements of Trade Union Rights	210

ANNEX

FORMER CZECHOSLOVAKIA

RIGHT TO ASSOCIATE

— Declaration of Basic Rights and Liberties of Citizens (9 Janua- ry 1991), art. 27	215
--	-----

— Constitutional Act no. 556 of 1990, art. 22, on the competence of the Federal Bodies	216
— Act no. 83 of 1990 on the right of citizens to freely associate	216
— Foundation Charter of the Czechoslovak Confederation of Trade Unions	224

RIGHT TO PARTICIPATE

— Labour Code (Act no. 65 of 1965, as amended by Acts nos. 153/1969, 20/1975, 72/1982, 111/1984, 22/1985, 52/1987, 188/1988, 3/1991): extracts concerning trade unions	226
— Act no. 120 of 1990, governing some relations between trade union organizations and employers	227

RIGHT TO BARGAIN COLLECTIVELY

— Labour Code (amendments): extracts concerning trade unions ...	229
— Act no. 2 of 1991 on collective bargaining	229

PARTICIPATION UNDER THE LABOUR CODE

— Labour Code (amendments): extracts concerning trade unions ...	242
--	-----

TRADE UNION EMPLOYMENT POLICIES

— Act no. 1 of 1991 on employment	243
---	-----

MISCELLANEOUS

— Act of 4 October 1991 (prescribing some additional prerequisites for the exercise of certain functions on the government authorities and in the state-sponsored organizations of the Czech and Slovak Federative Republic, of the Czech Republic and of the Slovak Republic)	260
--	-----

HUNGARY

RIGHT TO STRIKE

— Act no. VII of 1989	271
-----------------------------	-----

EMPLOYMENT PROMOTION AND PROVISIONS FOR THE UNEMPLOYED

— Act no. IV of 1991	276
----------------------------	-----

LEGISLATION ON TRADE UNIONS

— Act no. XXVIII of 1991, on the protection of trade union property, on equal chances of association for workers and on equal chances of operation for their organisations	302
--	-----

— Act no. XXIX of 1991 on the voluntary nature of the payment of trade union membership dues	304
--	-----

LABOUR CODE

— Act no. XXII of 1992	305
------------------------------	-----

DOCUMENTS

— The Council for Interest Reconciliation (ÉT): basic rules and regulations (following ÉT meeting of 20 September 1991) .	376
---	-----

POLAND

TRADE UNIONS

— Act of 23 May 1991, Text no. 234	383
--	-----

EMPLOYERS' ORGANIZATIONS

— Act of 23 May 1991, Text no. 235	395
--	-----

SETTLEMENT OF COLLECTIVE LABOUR DISPUTES

— Act of 23 May 1991, Text no. 236	400
--	-----

PACT ON STATE-OWNED ENTERPRISE IN THE PROCESS OF TRANSFORMATION

406

APPENDIX

POLAND

— Act of 29 September 1994, Text no. 547	481
— Notes on the New Law <i>Ludwik Florek - Michał Seweryński</i>	492